

## Sino-Ocean Group Policy on Human Rights

With “responsibility”, “sharing” and “health” as the core, Sino-Ocean Group has shaped a corporate culture featured by shouldering responsibility, working in solidarity, and pursuing stable growth. We work closely with all stakeholders and adhere to the principle of fully respecting and protecting the human rights of our partners, such as employees, customers, investors and suppliers in pursuit of sustainable business growth. This policy is formulated in light of relevant principles in the *Universal Declaration of Human Rights*, the *United Nations Guiding Principles on Business and Human Rights* and the *United Nations Sustainable Development Goals*. We promise to abide by the internationally recognized human rights stipulated in the *International Bill of Human Rights*, International Labor Organization (ILO) *Declaration on Fundamental Principles and Rights at Work*, as well as what is stated in relevant national laws and regulations. This policy applies to all employees and stakeholders of Sino-Ocean Group.

### 1. Diversity and inclusiveness

- We are committed to creating a diverse and inclusive working environment, and promise to include and embrace employees from different backgrounds in recruitment, entry, training, promotion and reward. Any discrimination based on factors such as gender, age, race, color, sexual orientation, nationality, ethnicity, birthplace and religion of candidates and employees is strictly forbidden.
- During the recruitment and promotion of personnel, we provide equal opportunities. Ability, performance and credentials will be taken into consideration, without any prejudice or differential treatment based on age and gender.

### 2. Employment relations

- The Group attaches great importance to labor-management relations, has signed the "Sino-Ocean Collective Labor Contract", formed a labor relationship and rights protection mechanism unique to Sino-Ocean, and established a normalized collective labor contract negotiation mechanism to protect the legitimate rights and interests of employees.
- Sino-Ocean Group observes relevant national laws and regulations in its employment system, including working hours, holidays, recruitment, dismissal, etc.

- The Group promises wages at or above the minimum wage standard required by laws and regulations, equal pay for equal work, and is committed to protecting the basic rights and interests of its employees.
  - In terms of entry physical examination, the Group strictly abides by the provisions of the Labor Law of the PRC, without any extra examination items that does not comply with the law.
  - The Group opposes child labor, forced labor, labor servitude, and human trafficking, and handles such violations in strict accordance with the law.
  - The Group takes a "zero tolerance" attitude towards any form of bullying, harassment and discrimination (including but not limited to gender and non-gender discrimination and harassment, racial discrimination, disability discrimination, discrimination during pregnancy or postpartum discrimination, etc.), and deals with violations strictly in accordance with the law and regulations, and provides training on relevant topics.
  - The Group implements special labor protection for groups such as female employees and disabled employees in accordance with the law, and safeguards and protects the legal rights and interests of the special workers.
  - We believe that only by realizing the personal value of our people can we create more value for the company. Therefore, we must fully protect the rights and interests of our employees, prioritize their safety and health, and foster talent growth through incentives, guidance and training.
  - Our employees have democratic rights and freedom of speech as permitted by the national Constitution and law. We respect their rights, support them in voicing their demands and opinions, and have set up a labor union as an appropriate channel of expression.
  - Employees have freedom of association. We respect all employees' this right and support them in joining social groups and organizations in accordance with the Chinese Constitution and laws.
3. Social relations
- We respect the rights of local residents and indigenous people affected by our business activities, and protect and respect cultural customs and diversity. We will identify relevant risk factors and reduce possible negative impacts.

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- We also respect the rights and interests of our suppliers and partners, and encourage them to abide by the principles and other contents mentioned in this policy, so as to work together towards better human rights protection.

This policy is updated every three years; it can be reviewed and updated as appropriate when necessary.